

# Employers Win Loophole in Retail Wage Law

See President's Column

## LOCAL 1-S

# NEWS

for department store workers

OL XII, No. 15

SEPTEMBER 15, 1961

## Union, Macy Open Drive for New York Fund



### Worth Talking About

BY PRESIDENT SAM KOVENETSKY

For the first time in the labor history of this nation, retail workers covered by a Federal minimum wage law.

This fact, taken together with the other improvements in the wage law, means that we have taken a great forward step in national legislation to help American working people.

You may recall that when the law was passed in the Spring, we expressed satisfaction that 3.6 million workers would be brought under somewhat minimal protection of the law. We were less enthusiastic, but still gratified that the wage provision would go to \$1.15 an hour legal minimum for the 24,000,000 workers already covered, legally speaking, on Sept. 3. And after another year, on Sept. 3, 1962, the minimum wage will go to \$1.25. These gains were adopted by Congress only after long, hard efforts by organized labor.

This victory for labor, after having been stalemated for so many years, did not come easily. It was made possible by a new, more liberal administration in Washington—for which many in organized labor voted. It was made possible by the letters and resolutions and the lobbying—in all of which our Union has taken an active part. But we didn't get all we wanted because Big Business and, above all, the retail industry fought a tough battle against us all the way. The retail and department store industry had its people flooding Washington, and the wealthy retail merchants advanced a collection of phony arguments about how the "family store" would be put out of business. They've got into the act, you recall, trying to line up its executives for letter writing campaign.

#### Pressure from Retail Industry

What happened was that only retail stores with an annual gross volume of \$1,000,000 in sales, or more than a \$250,000 across state lines, were covered by the new law. As a result, some 2,200,000 workers in retail and service fields come under the law. And it won't be until Sept. 3, 1965 until unorganized retail workers are entitled to a legal minimum of \$1.25 an hour, and overtime over 40 hours a week. Organized workers in retail establishments are, of course, above the legal minimums.

But do you think that the retail industry has been sitting on its hands because the new law was passed? If you think so, you don't understand what makes the retail executive tick. The industry groups are already trying to undermine the law!

They are looking for a legal gimmick to permit them to pay students and so-called "learners" below the \$1.00-an-hour retail minimum wage, effective on Labor Day!

In response to industry demands, a hearing was held in July by the Department of Labor to examine the feasibility of such an exemption.

The law provides a loophole if the employment of the student and "learner" is not the "type" done by fulltimers. Another loophole allows the employer to get away with sub-minimum rates "to the extent necessary to prevent curtailment of opportunities for employment."

The American Retail Federation was in there pitching, believe me. Their spokesmen argued at the hearing against any such exemption.

(Continued on page 4)

Local 1-S and Macy's have once more joined forces in the annual fund-raising campaign for the Greater New York Fund.

As in past years, an intricate organizational network of labor-management committees and solicitors has been set up to seek the cooperation of every Union member and executive in the 1961 drive.

Two major preliminary meetings have been held before the actual solicitation which begins on Sept. 27, and will continue through Oct. 6.

A Steering Committee meeting was held on Sept. 6 at which key Union and management representatives reviewed plans for the current drive.

Vice Pres. Bill Atkinson, who is coordinating the philanthropic effort for Local 1-S, called for the full participation of every member to top the contributions of past years. "We all know that the needs of the medical and social

welfare agencies are increasing in our city. I sincerely hope that every Union member will do his fair share."

Highlight of the organizational meetings was a "breakfast session" in which several hundred solicitors and steering committee members from the Union and management jammed the Eighth Floor Cafeteria.

Pres. Sam Kovenetsky, in addressing the group, stressed the importance of each member giving "more" than last year. "Please, give at least the \$4.25 which has been set as our minimum standard of giving," he said.

"And if you can afford to give more," the Local 1-S leader told the assembled unionists and executives, "I ask you, please, give more than that minimum!"

Pres. Kovenetsky was joined in his plea by Macy president Arthur Manchee. The top company executive said "The Greater New York Fund is vitally necessary to the

welfare of the city." He also stressed that \$4.25 should be the rock-bottom gift of every employee.

Richard Booth, Fund executive Director, voiced the appreciation of the Fund for the efforts of the individual solicitors and contributors, and congratulated them on a fine job. He expressed confidence that the Fund objectives would be met this year.

A touching episode took place during Mr. Booth's remarks when he introduced the "Poster Child" of the Greater New York Fund, seven-year-old Michalena Carucci.

Little Michalena, whose picture appears on Page 3, took several moments, with her mother's help, to stand up because of the heavy braces on her legs. When, finally she stood erect, she waved to the group; and the meeting burst into applause.

"The Hidden City," a moving 9-minute film, was shown during the breakfast meeting. The film will also be shown at each of the seven divisional rallies to be held on Sept. 27 which will begin the actual solicitations. Union and management speakers will address these divisional rallies, to explain in detail why it is so important to give to the Greater New York Fund.

The rallies will be held between 9:15 and 9:45 A.M. That morning

(Continued on Page 3)

### Local 1-S Scholarship—COPE Program Asks You to Help!

The Local 1-S Scholarship—COPE campaign goes into high gear with the advent of Fall, with Union representatives in every

#### Credit Unions Serving Labor

Credit union services were available to the members of 1,136 labor organizations in this country during 1960, according to figures compiled by the Credit Union National Association.

CUNA found that almost six percent of the nation's 20,293 credit unions have been organized by union members. Total credit union membership in the United States is a little over 12 million, with savings amounting to \$4.9 billion, an average of \$410 for each member.

The Int'l Brotherhood of Electrical Workers has the largest number of credit unions servicing its members with a total of 107. The United Auto Workers is second, with 92 credit unions.

If you want to learn the advantage of belonging to the Local 1-S Credit Union, come down to the Office at 290 Seventh Avenue on Wednesdays, Thursdays and Fridays from 11:2 P.M. and 5:7 P.M. or call Credit Union, WA 4-4540.

#### Members Receive \$2 Pay Rise On Oct. 1

Under the terms of the Union contract negotiated this Spring, Local 1-S members will receive their second pay increase this year.

Effective Oct. 1, every member's pay goes up \$2 per week. Wage maximums in all categories also go up \$2 as a consequence. Local 1-S got their first raise, of \$3, effective Feb. 1, 1961.

Local 1-S also won improvements in the Health Plan under the GHI Extended Semi-Private Plan which goes into effect on Oct. 1. Full details on the additional benefits will be summarized in an early issue of "Local 1-S News."

In the meanwhile, if any member wishes to obtain this information, he should call the Health Consultant at the Union Office, WA 4-4540.

# 1-S'ers Join Giant Labor Day Parade!



UNION SPIRIT is strong in Local 1-S families, as evidenced by these kids who proudly carried union signs.



UNION FLOAT provided a ride for many of the unionists in the parade, as well as a line-up of children.



LOCAL 1-S CLOWNS were one of the most popular features of the Union delegation, especially with the younger fry who received chocolate gold pieces and other candies. Surrounding Chauffer Frank Milza, they are (left to right): Union Administrator Charles Boyd; Jimmy Morgan, 4th Floor Stockman who was on hand despite a badly injured leg; Vidal Torres, Display; and Jerry Harte, Boys' Clothing.

Local 1-S joined with 200,000 other New York unionists on Sept. 4 for the biggest Labor Day Parade ever held. More than 1,000,000 spectators looked on as the massed union marchers continued uninterruptedly up Fifth Avenue. Many dignitaries in the reviewing stand had words of high praise for the marchers in the 11-hour parade.

The parade, sponsored by the N.Y.C. Central Labor Council, was a family affair for the many Local 1-S members who paraded.

The youngsters made a real outing of the labor parade, helping themselves handsomely to food and soda pop at the Union party which was held at 12:30 P.M. They did themselves proud in the line of

march, too, except toward the end when many rode on the Union float.

The float displayed huge pictures of Local 1-S members, indicating the wide range of skills and job categories within Local 1-S. Slogans called on the viewing public to "SHOP IN AN ORGANIZED DEPARTMENT STORE" and urged that "UNORGANIZED WORKERS, JOIN US AND HELP FIGHT FOR A BETTER LIFE."

Other slogans called for shorter hours to help achieve full employment, the end of discrimination, and a national \$1.50 minimum wage law.

The Local 1-S marchers assembled at 2:30 P.M., and were on their way within a half hour.

One of the highlights of the Local 1-S delegation—and one of the biggest hits with kids and adults alike—was the clowns. They jumped, cavorted, tickled chins, gave away candy gold dollars and exchanged jokes with the spectators.

Heading the Local 1-S

marchers were Pres. Sam Kovenetsky, and Vice President Phil Hoffstein and Bill Atkinson—plus a newcomer, Local 1-S' own Union Maid, Carol Plumb, Little Shop.

## Letters To the Editor

### SPENT \$1,000

It is always so hard to say "thank you" for such friendly gestures as the gift I recently received, because thanks alone seem so inadequate for the pleasure I gave me.

Since my sickness was an emergency, I was not able to avail myself of the doctors on the pane

I have already spent well over a thousand dollars, and when I realize I could have had the same service through the Union, it makes me proud of our Health Plan.

Enclosed is two dollars for the scholarship fund.

ANN WOHLFELD  
SF-6

### LIKED TOUR

Now that I am back from the Mexican trip I would like to express my appreciation for the wonderful time I had on this tour.

Mildred Kaplansky and Catherine Hall did a most wonderful job of coordinating the activities on this trip. I would appreciate it very much if you would convey my sincere thanks to both for the splendid job.

Looking forward to the next trip,

HORTENSE KEMPLER  
60-0

### ENJOYED TRIP

Thought you should know how much I enjoyed my trip to Israel. Everyone was most cooperative. My tour Director, Miss Rotherberg, was most gracious and helpful at all times, as well as Rub Kaplan.

Hope I will be able to go again at some future time.

HELEN ZUCKER  
71-5

### APPRECIATION

My very sincere thanks for your lovely gift. I surely appreciate and enjoyed the delightful cologne. I also want to thank you for your cooperation during my very serious illness. Our Blood Bank and Health Plan are a wonderful thing, something you don't realize enough till you need them. May I also take the opportunity to thank all the many Macy friends for all their kindness, good wishes and prayers. They sure helped.

A very happy and grateful  
ELIZABETH HARTMAN  
64-0



FACES IN THE CROWD. Spectators in the crowds watching the Labor Day Parade provide a study in facial expressions as they watch a Local 1-S clown giving some "treats" to a youngster.



PRES. SAM KOVENETSKY and Vice Pres. Phil Hoffstein head the parade of Local 1-S marchers. Also heading the parade was Local 1-S' own Union Maid, Carol Plumb. Vice Pres. Bill Atkinson joined the parade a few blocks up the Avenue.

### Annual Steward's Conference to Be Held Oct. 18

The annual all-day conference of Local 1-S shop stewards will be held on Wednesday, Oct. 18, at Hotel New Yorker. Sessions of the meeting will begin at 9:30 A.M. and continue until 5:30 P.M.

Stewards are advised to arrange as soon as possible for their day off and their participation in the Union conclave.

# 'Fund' Meets Community, Personal Needs

Over 125 Local 1-S unionists and members of their families are being directly helped in each year through the efforts of the Greater New York Fund.

Sixty-eight children of Local 1-S members got the chance for a vacation from the hot, dusty street of the city this past summer, through the N. Y. Central Labor Council Camp Program, with the cooperation of the Greater New York Fund.

Each Wednesday Night, Union members receive guidance and referrals to cope with personal and family problems, with the assistance of the Greater New York Fund.

Although the Fund is, of course a fund-raising agency for its 425 affiliated agencies, Local 1-S members are being benefited directly in terms of personal service.

Local 1-S members donate to the annual Fund drive as a community responsibility — to help pay for the medical and social care of the indigent, the aged and helpless in the hospitals and service centers of the city's institutions. However, those dollars also help to provide a virtually unparalleled service to enable 1-S'ers to make proper use of every community service available to them.

These services, so welcome and vital when needed, can be understood most meaningful in human terms. The following case studies suggest why.

In one case, an older member of Local 1-S had to have his leg amputated. Unable to get around, his request for home-making assistance was forwarded by Local 1-S to the Fund. As a result, he obtained a homemaker who kept his house clean, helped around the house, and did necessary shopping until the Unionist could take better care of himself.

In another situation, a branch area member had a nine-year-old son who was under the care of the Association for the Care of Retarded Children. Fortunately, through the good offices of Local 1-S, special arrangements were made for the youngster to have a vacation this summer where he could receive the necessary care and supervision.

The father of a Herald Square 1-S'er was being treated in a private hospital, and was completely unable to pay the bills. There was no one in the family who had any money.

The family did not know what to do, and the private hospital exerted a good deal of pressure. At the Greater New York

Fund was contacted, through the Union, and a transfer of the patient to a volunteer hospital was arranged. Solving the immediate problem.

Another member was hospitalized for a long time, and waited fruitlessly for admission to a nursing home. Following representations by the Local 1-S community services counselor, the red tape was cut and the agency services were speeded up.

The program of aid and referrals for Local 1-S members is primarily in the field of medical care. This is most often a matter of providing members with signposts to hospital clinics, nursing and convalescing facilities, mental health care, practical nurse assistance, etc.

If the aid of Fund-affiliated agencies can be understood best in human terms, it is important to every member to also appreciate the immense scope of the 425 medi-



AN ELDERLY WOMAN is shown above painting as a hobby in line of the recreation centers affiliated with the Greater New York Fund. Meeting the recreational needs of New York's senior citizens is an increasingly important part of the social services provided by Fund-supported agencies.

cal and social agencies which benefit from the Local 1-S—Macy campaign.

Nearly 4,000,000 New Yorkers make use of these agencies each year, and these of course include the Local 1-S'ers who have had to make use of any Fund hospital, youth center or day nursery, child care agency, home or recreational center for the aged, volunteer hospital, assistance to the blind, rehabilitation of the handicapped, family counseling, neighborhood settlements, and other services and activities.

Local 1-S'ers will be interested to know that their contributions helped to provide the following services to their fellow New Yorkers during 1960:

- 1,306,373 persons were treated in Fund hospitals and health agencies.
- 1,403,836 persons availed themselves of Fund neighborhood houses, clubs and summer camp facilities.
- 179,134 children were cared for in guidance clinics, day care centers, foster care and temporary shelters.
- 612,052 persons utilized family and adult problem agencies.
- 8,918 older men and women were cared for in Fund homes for the aged.

... And these numbers are expected to grow in the years to come as New York's needs increase with its growing population.

Thus a generous gift to the Great New York Fund means assuming your share as a citizen and unionist for all the necessary health, social and welfare services needed by the helpless, indigent and aged in New York City.

Today's 425 affiliated agencies make the fund the largest network of its kind in the world. These agencies not only dispense help to those who need it when they need it, but the fund is also a means for assuring that important medical, health and welfare services will always be available to the millions working and living in New York.

The fund's founding in 1938 marked the first real move to organize private health, welfare, medical and charitable services into a continuing and effective program. Until then, organized charity in New York had been primarily a matter of response to emergencies.

Among the millions who have sought and used the fund agencies' many and varied services are some of today's best-known New Yorkers.

Burt Lancaster was a "problem boy" at the Union Settlement on East 104th St. and today works actively on its behalf. Jo Davidson, famed American sculptor, got his training at a settlement house, and James Cagney was well known at the Lenox Hill Neighborhood House. Bella Spewak "grew up" in a fund day nursery, Gene Tunney trained at the Greenwich House as a boy, former Gov. Herbert E. Lehman was a volunteer boys' worker at the Henry Street Settlement.

The Fund's affiliated agencies clinics,



SEVEN-YEAR-OLD Michalena Carucci of 1971 Gleason Avenue, Bronx, was stricken with Polio at the age of one. She was confined to an iron lung the first three months of her illness. She has had six operations in her short lifetime and there is a possibility that she may need six more before she can walk on her own again. Michalena goes to the Hospital for Special Surgery, a Greater New York Fund Agency, three times a week for rehabilitation.

camps, youth clubs, legal aid, visiting nurses, adoption services; it includes 69 voluntary hospitals, 15 family counseling services, 22 employment and vocational guidance agencies, 10 sheltered workshops, 11 temporary shelters for children, 59 day care centers, nursery schools and kindergartens, 45 neighborhood houses and settlements, and dozens of others.

## Local 1-S, Macy's Open '61 Campaign For New York Fund

(Continued from page 1)

a letter jointly signed by Pres. Kovenetsky and Mr. Manchee will be distributed. The solicitation campaign will end Oct. 6.

Tours to Fund-affiliated institutions — always an inspiring and educational experience — will be more extensive than ever before, according to Helen Hyde, in charge of Macy employee service, and coordinator with Vice Pres. Atkinson of the Fund drive. The tours, which are expected to attract over 200 participants, will be held from Sept. 18 to 25.

Macy Vice Pres. Fred Fischer, chairman of the drive, urged an "active effort" by everyone to make the drive a success. He observed that, in many drives, employees are contributing 10 per cent of a week's pay as their "fair share."

Individual pledge cards permit a wide choice of gifts, with payroll deductions possible over a 10-week period, if desired.

Union Administrator John Tercy, Eleanor Walker of Employee Services and Jim Husveth of the Fund have assisted in co-ordinating the Local 1-S—Macy drive.



8TH FLOOR CAFETERIA is jammed tight by Unionists and executives for breakfast briefing session. The big crowd, including many not shown in the picture, heard Pres. Sam Kovenetsky, Macy Pres. Arthur Manchee and others appeal for generous support for the Greater New York Fund.

## President's Column

(Continued from page 1)

The Labor Department, I regret to say, has already approved provisionally the loophole so far as the student is concerned.

In instructions dated Sept. 1, the Labor Department in effect allows payment of 85 cents an hour to fulltime high school students who have not reached their 19th birthday.

The theory is, according to the government regulation, that such student employment will not displace fulltime workers. Another regulation is that the sub-minimum wage should be "considered necessary by the retail . . . establishment to prevent the curtailment of opportunities for employment." And there are some other rules; and employer reports must be made.

I would say it's pretty silly to expect other than a self-interested judgment from an employer on these "standards."

What employer will say fulltimers are being displaced when he can get away with paying lower wages? This is precisely the purpose of such exemption. And how do you analyze "displacement" when retail managements can utilize all the techniques of "flexibility" and abbreviated work schedules.

What employer is so concerned about the curtailment of job openings that he will not hire low-paid youngsters, instead of adults. And how can the Labor Department prove otherwise?

This is a real Alice-in-Wonderland labor policy; and I wonder how well the Department of Labor thinks it can enforce such criteria. And all this was done to save a \$1,000,000 retail business from paying the difference between 85 cents and \$1.00 an hour!

The Labor Department has already put these regulations into operation, although they have not been finally approved. As yet there is no announced regulation concerning the "learners."

A copy of this column will be sent to Mr. Clarence Lundquist, Administrator of the Labor Department's Wage and Hour and Public Contracts Division. He ought to know there is a major trend among department stores and other big retailers to supplant fulltimers with parttimers hired only for peak periods. If he imagines this will not displace fulltime workers, then he doesn't know the retail industry.

It's obvious that we must wage a never-ending struggle to protect the interests of working people. If we don't do it, nobody is going to do it for us.

After 23 years of the wage-hour law, we finally got retail workers covered—and the employers are fighting for exemptions and loopholes all the way.

It's equally obvious that our fight must be carried out more vigorously in the political and legislative fields. Each of us must participate more actively in politics in any way we can to secure adequate hearing in the halls of Congress, and in state and municipal affairs.

One of the most important vehicles for such labor politics is the new Brotherhood Party. The Brotherhood Party has been founded by the leaders of the city's Central Labor Council, and is anticipating a very active part in the forthcoming mayoralty election on Nov. 7. It was my privilege to serve as a founder of this new political alignment as a member of the Board of Governors. I will have occasion to discuss labor's new party in the city in future issues of our newspaper.

### LOCAL 1-S NEWS

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LOCAL 1-S DEPARTMENT STORE WORKERS UNION

RWDSU, AFL-CIO

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## DIVISIONAL MEETING SCHEDULE

This is the only official notice to be given for Divisional Meetings for all members including Saturday-Onlies and Fractionals.

Admission will be by current Union card. An unexcused absence will be liable to a \$2 assessment to the Welfare Fund as provided for in Article IX, Section 4 of the Local 1-S Constitution.

Absence excuses must be filed with your Shop Steward within five days before or after the scheduled date of your meeting.

All meetings will be held at Hotel New Yorker except where specified otherwise.

GROUP	DATE	TIME	PLACE
Food	Wed., Sept. 27	6:45 PM	New Orleans Room
Controller	Wed., Sept. 27	6:30 PM	North Ballroom
New Members' Cl.	Wed., Sept. 27	6:30 PM	Empire Room
Display	Mon., Oct. 2	5:00 PM	Empire Room
Comparison,	Mon., Oct. 2	6:15 PM	Empire Room
Adv.-Bur. of S.	Wed., Oct. 4	7:00 PM	Empire Room
Beauty Salon	Wed., Oct. 4	6:45 PM	New Orleans Room
2nd floor	Wed., Oct. 4	6:45 PM	Empire Room
Alt. & Repair	Tues., Oct. 10	6:30 PM	Panel Room
5th floor	Tues., Oct. 10	6:45 PM	Washington Room
3rd floor	Tues., Oct. 10	6:45 PM	Panel Room
Basement	Wed., Oct. 11	6:45 PM	Empire Room
Housekeeping	Wed., Oct. 11	6:30 PM	Washington Room
7th floor	Wed., Oct. 11	6:45 PM	New Orleans Room
Street floor	Tues., Oct. 17	6:45 PM	Panel Room
6th floor	Tues., Oct. 17	6:45 PM	Buffalo Room
MTE	Tues., Oct. 17	6:45 PM	Empire Room
Packing	Tues., Oct. 24	6:45 PM	Terrace Room
8th floor	Tues., Oct. 24	6:45 PM	Terrace Room
Receiving	Wed., Oct. 25	6:30 PM	Empire Room
4th floor	Wed., Oct. 25	6:45 PM	New Orleans Room
DA-CT	Wed., Oct. 25	6:30 PM	Empire Room

### Branches

White Plains	Tues., Sept. 26	6:30 PM	VFW
Jamaica	Wed., Sept. 27	6:30 PM	American Legion
Flatbush	Wed., Oct. 4	6:30 PM	Rivoli
Parkchester	Tues., Oct. 10	6:30 PM	Chester House

## A Woman's Place Is Where She's Happy, Says Peterson

A woman's place is in the home—but only if that is where she wants to be.

This was the key point of agreement at a pilot conference on the problems of working women, sponsored by the Dept. of Labor in cooperation with the Los Angeles county AFL-CIO and women's organizations in California, Nevada and Arizona.

Mrs. Esther Peterson, assistant secretary of labor and director of the Women's Bureau, said similar conferences are planned in other parts of the nation so "we in Washington don't lose touch with the real needs of people."

Unemployment, juvenile delinquency, and broken homes are not going to diminish if women were somehow forced to give up their jobs, she declared. A woman's place is where she is happy—and this can be "in the home, outside on a job, or both," she said.

If a woman organizes her time efficiently, said Mrs. Peterson, a

mother of four, she can have both a full, happy home life and still have time to fulfill herself as a worker in an outside job.

But in a free society, this decision is or should be up to the individual woman and her family to decide, said Mrs. Peterson.

Any attempt to remove the 24,000,000 working women from their jobs would obviously leave many industries and services crippled beyond repair, she pointed out.

### Retired Members

AUGUST 1, 1961

Name	Dept.
Frieda Paymer	60-07
Walter Delaney	HDP-20
Victor Behar	MC-833
Grace Dooley	RMMW-41
John Wodzanski	123-301
James O'Connor	HDP-9

Best of Luck

and

KEEP IN TOUCH!

**MEDICAL PLAN**—For the name and address of the doctor, dentist, optometrist or podiatrist nearest you CALL the Union Office—WA 4-4540 or Associated Physicians Medical Group—BU 8-4210 (Night or Day) when the Union Office is closed. Complete schedule of fees available upon request.

Full information on benefits and regulations can be obtained from the health plan consultant at the union. Members are also asked to remind their doctors that all claim forms must be returned to the Local 1-S office.

**BLOOD BANK**—If you need blood from the Blood Bank CALL the Union Office—WA 4-4540.



UNION TOURISTS IN MEXICO are shown in these informal snapshots of members who went on the Union-sponsored tour South of the Border. Inset is a group of gals from the Office Division.

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